



Lucas County PeopleSoft Project Facts Sheet



- ❑ Project information is available on the Internet: <http://co.lucas.oh.us/lcis/PeopleSoft>
- ❑ **Consulting Partner** — CherryRoad Technologies, Inc. (www.cherryroad.com)
- ❑ **Project Mascot** — Lucas Erpit (the frog in the upper left part of this page)
- ❑ **Name for the HR, Payroll, and Benefits system** — GREEN — Stands for “Government Rapid Employee Exchange Network” (see logo below)
- ❑ **Name for the Finance system** — FROGS — Stands for “Financial Reporting Online Government System” (see logo below)
- ❑ **Project Newsletter** — The Lucas Pad — published regularly
- ❑ **Enterprise Resource Planning (ERP) system**—A complex computer software package that allows organizations to integrate many of their processes and resources
- ❑ **PeopleSoft** is an ERP system
- ❑ Lucas County’s system will include Human Resources, Payroll, Benefits Administration, General Ledger, Budget, Purchasing, and many more functions
- ❑ Implementing all of the modules in PeopleSoft will take 3 to 4 years
 - Phase 1**—Foundation of HR, Payroll, Benefits
 - Phase 2**—General Ledger, Budgeting, Purchasing, Disbursements, and more HR, Payroll, and Benefits (including Self-Service)
 - Phase 3**—Fixed Assets and Tax Accounting
 - Phase 4**—Data Warehousing and GIS Integration
- ❑ **Project Timeline and Milestones** (dates subject to change)
 - **July to October 2001**—Developed Strategic Implementation Plan
 - **October to December 2001**—Conducted Software Evaluation of Enterprise Resource Planning (ERP) software vendors
 - **October 2001 to February 2002**—Redesigned HR, Payroll, and Benefits business processes
 - **November 2001 to April 2002**—Analyzed business processes in County Finance departments
 - **December 2001**—Selected PeopleSoft
 - **January to March 2002**—Pre-Implementation Project (to prepare for HR, Payroll, and Benefits implementation)



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- **April to June 2002**—Fit-Gap sessions (HR, Payroll, and Benefits)
- **April to September 2002**—Redesigned Finance business processes
- **April to August 2002**—Analyzed business processes in County Treasury departments
- **April 2002 to present**—Change Management initiatives—Town Hall Meetings, Lucas Pad newsletter, etc.
- **June 2002 to March 2003**—Implementation of Phase 1 modules of PeopleSoft HR, Payroll, and Benefits
- **April 2003 to present**—Production support for Phase 1 modules
- **June 2003 to December 2003**—Phase 2 modules for HR, Benefits, and Payroll
- **July 2003 to present**—Implement redesigned Finance business processes
- **January 2004**—Open Enrollment for Lucas County online!
- **January 2004 to December 2004**—Implement Finance modules of PeopleSoft

Anticipated Benefits of the PeopleSoft System

- Elimination of redundant data and work
- Higher quality, less confusing data
- Significant reduction in use of paper
- Many paper forms replaced by simpler, online alternatives
- Lower cost for business processes
- Elimination of some data entry by Lucas County staff members
- More time for staff members to more strategic, value-added activities
- Faster transaction processing
- Fewer errors and associated corrections
- More secure data
- Employees have greater control over their personal information (leading to higher employee satisfaction)
- Greater ability to identify abuse in the system
- Better analytical tools and information for managers
- Reduced stress among staff members
- Easier accessibility to data
- Data updated in real time
- Improved access to decision-making information for Lucas County leaders
- Good foundation for future process improvements
- More timely information
- Information presented more clearly
- Increased physical security
- Processes and the system are more flexible
- More consistent processes—County-wide and interdepartmental
- Increased employee knowledge about their own jobs and Lucas County
- Improved customer service
- Improved coordination among County departments
- Increases accountability
- Easier to create reports
- Better audit trail
- Improved internal controls
- File storage requirements significantly reduced or eliminated
- More legible information
- More complete documentation
- Reduced time-to-hire